



## Senate

General Assembly

**File No. 812**

*January Session, 2007*

Senate Resolution No. 59

*Senate, May 9, 2007*

The Senate Committee on Appropriations reported through SEN. HARP of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

**RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE BOARD OF EDUCATION AND THE STATE VOCATIONAL FEDERATION OF TEACHERS, LOCAL 4200A.**

Resolved by the Senate:

- 1 That the collective bargaining agreement between the State Board of
- 2 Education and the State Vocational Federation of Teachers, Local
- 3 4200A, American Federation of Teachers, AFL-CIO, effective
- 4 September 1, 2007, to August 31, 2011, inclusive, signed by the parties
- 5 April 17, 2007, and submitted to this assembly April 17, 2007, for
- 6 approval, as provided in subsection (b) of section 5-278 of the general
- 7 statutes, is approved.

**APP**      *Senate Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

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### **OFA Fiscal Note**

#### **State Impact:**

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
State Department of Education	GF - Cost	4,642,995	10,518,049

Note: GF=General Fund

#### **State Impact:**

Agency Affected	Fund-Effect	FY 10 \$	FY 11 \$	FY 11 \$ Annualized
State Department of Education	GF - Cost	16,288,995	22,054,451	23,200,077

Note: GF=General Fund

### **Explanation**

This collective bargaining agreement for the Vocational-Technical School Teachers' bargaining unit is submitted for approval for the four-year period September 1, 2007 through August 31, 2011. Costs shown above are for the 1,230 General Fund full-time employees covered by this contract. It also includes costs for part-time teachers. Cost details are attached.

This agreement provides wage increases that are generally in line with increases in negotiated agreements and arbitrated awards for the same time period. It is anticipated that the Appropriations Committee Budget for the 2007-2009 Biennium (sHB 7077) includes funding in the Reserve for Salary Adjustments account to cover the FY 08 and FY 09 costs of this agreement.

## Cost Estimate of Agreement

### All Funds

Vocational-Technical School Teachers' Bargaining Unit

Agency Affected: State Department of Education

Term of Contract: Four years, September 1, 2007 through August 31, 2011

Number of Full-Time Employees Affected by Contract: 1,230 General Fund

### Average Full-Time Salary Data:

#### Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other Increases
Prior to Contract	\$67,245				
1st Year of Contract (FY 08)	70,196	4.39%	2.47%	1.86%	0.06%
2nd Year of Contract (FY 09)	73,369	4.52%	2.47%	1.58%	0.47%
3rd Year of Contract (FY 10)	76,450	4.20%	2.28%	1.32%	0.60%
4th Year of Contract (FY 11)	79,539	4.04%	2.26%	1.12%	0.66%

#### Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other Increases
Prior to Contract	\$67,245				
1st Year of Contract (FY 08)	71,078	5.70%	3.22%	2.42%	0.06%
2nd Year of Contract (FY 09)	75,163	5.75%	3.22%	2.06%	0.47%
3rd Year of Contract (FY 10)	79,122	5.27%	2.96%	1.71%	0.60%
4th Year of Contract (FY 11)	83,131	5.07%	2.94%	1.46%	0.66%

**Cost Summary Data (Estimated):**

	<b>Prior to Contract</b>	<b>At End of Contract Annualized</b>	<b>Percent Increase (4 Years)</b>
<b>Full-Time</b>			
Salaries[1]	\$ 82,710,872	\$ 102,250,575	23.6%
Fringe Benefits[2]			
Current Items	\$ 28,130,390	\$ 31,456,048	
Negotiated Improvements		100,000	
Total Fringe Benefits	\$ 28,130,390	\$ 31,556,048	12.2%
Total	\$ 110,841,262	\$ 133,806,623	20.7%
<b>Permanent Part-Time[3]</b>			
Salaries[1]	\$ 2,915,756	\$ 4,011,103	37.6%
Fringe Benefits[2]	\$ 1,339,862	\$ 1,526,290	13.9%
Total	\$ 4,255,618	\$ 5,537,393	30.1%
<b>Other Part-Time[4]</b>			
Salaries[1]	\$ 3,190,450	\$ 4,013,902	25.8%
Fringe Benefits (Social Security Only)	\$ 244,069	\$ 307,064	25.8%
Total	\$ 3,434,519	\$ 4,320,966	25.8%
<b>Grand Total</b>			
Salaries[1]	\$ 88,817,078	\$ 110,275,580	24.2%
Fringe Benefits[2]			
Current Items	\$ 29,714,322	\$ 33,289,401	
Negotiated Improvements		100,000	
Total Fringe Benefits	\$ 29,714,322	\$ 33,389,401	12.4%
<b>Grand Total</b>	<b>\$ 118,531,400</b>	<b>\$ 143,664,981</b>	<b>21.2%</b>

4.93% average per year (compounded)

[1] Salaries include base salary, longevity payments, lump sum payments for employees at maximum, and degree scales.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, and the Professional Development Fund.

[3] Permanent Part-Time employees receive General Wage Increases,

Annual Increments, and Fringe Benefits.

[4] Other Part-Time Employees include substitute teachers, coaches, advisors, BEST Mentor, Chemical Hygiene Officer, Professional Development Chair, and Web Content Coordinator. These employees only receive Social Security.

## Detail of Cost Estimates

### All Funds

Contract Items	FY 11				
	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	Annualized[1]
<b>First Year (FY 08)</b>					
3.25% General Wage Increase (GWI) Effective 8/31/07 (20 pay periods)	\$ 2,046,821	\$ 2,660,867	\$ 2,660,867	\$ 2,660,867	\$ 2,660,867
Annual Increments (AIs) Effective 8/31/07 (20 pay periods)	1,541,541	2,004,003	2,004,003	2,004,003	2,004,003
\$525 Lump Sum Payments for Employees At Maximum (new employees at maximum only)	38,850	38,850	38,850	38,850	38,850
Degree Scale Payments (0.25% Base Salary)	11,706	11,706	11,706	11,706	11,706
Increase Professional Development from \$400,000 to \$425,000	25,000	25,000	25,000	25,000	25,000
Part-Time Day Program (3.25% GWI and 5.59% AI)[2]	198,363	257,872	257,872	257,872	257,872
Other Part-Time Hourly (3.25% GWI)[3]	29,262	38,041	38,041	38,041	38,041
Increase Daily Substitute Rate from \$125/Day to \$135/Day	19,360	19,360	19,360	19,360	19,360
3.25% Increase in Stipend for Supplemental Responsibilities (includes new and upgraded positions)[4]	403,920	403,920	403,920	403,920	403,920
<b>Total First Year</b>	<b>\$ 4,314,823</b>	<b>\$ 5,459,619</b>	<b>\$ 5,459,619</b>	<b>\$ 5,459,619</b>	<b>\$ 5,459,619</b>

Contract Items	FY 11				
	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	Annualized[1]
<b>Second Year (FY 09)</b>					
3.25% General Wage Increase Effective 8/29/08 (20 pay periods)		\$ 2,163,442	\$ 2,812,475	\$ 2,812,475	\$ 2,812,475
Annual Increments Effective 8/29/08 (20 pay periods)		1,383,941	1,799,123	1,799,123	1,799,123
\$750 Lump Sum Payments for Employees at Maximum Degree Scale Payments (0.50% Base Salary)		172,725	172,725	172,725	172,725
Increase Professional Development from \$425,000 to \$450,000		240,323	240,323	240,323	240,323
Part-Time Day Program (3.25% GWI and 5.30% AI)[2]		25,000	25,000	25,000	25,000
Other Part-Time Hourly (3.25% GWI)[3]		208,617	271,202	271,202	271,202
Increase Daily Substitute Rate from \$135/Day to \$145/Day		30,213	39,277	39,277	39,277
3.25% Increase in Stipends for Supplemental Responsibilities [4]		19,360	19,360	19,360	19,360
<b>Total Second Year</b>		70,911	70,911	70,911	70,911
		\$ 4,314,532	\$ 5,450,396	\$ 5,450,396	\$ 5,450,396

Contract Items	FY 08[1]	FY 09[1]	FY 10[1]	FY 11	
				FY 11[1]	Annualized[1]
<b>Third Year (FY 10)</b>					
3% General Wage Increase Effective 8/28/09 (20 pay periods)			\$ 2,103,445	\$ 2,734,479	\$ 2,734,479
Annual Increments Effective 8/28/09 (20 pay periods)			1,217,346	1,582,550	1,582,550
\$1,100 Lump Sum Payments for Employees at Maximum			291,200	291,200	291,200
Degree Scale Payments (0.75% Base Salary) Increase			261,252	261,252	261,252
Professional Development from \$450,000 to \$475,000			25,000	25,000	25,000
Part-Time Day Program (3% GWI and 5.03% AI)[2]			212,695	276,504	276,504
Other Part-Time Hourly (3% GWI)[3]			28,795	37,434	37,434
Increase Daily Substitute Rate from \$145/Day to \$155/Day			19,360	19,360	19,360
3% Increase in Stipends for Supplemental Responsibilities [4]			67,660	67,660	67,660
<b>Total Third Year</b>			<b>\$ 4,226,754</b>	<b>\$ 5,295,439</b>	<b>\$ 5,295,439</b>



Contract Items	FY 11				
	FY 08[1]	FY 09[1]	FY 10[1]	FY 11[1]	Annualized[1]
<b>Fourth Year (FY 11)</b>					
3% General Wage Increase Effective 8/27/10 (20 pay periods)				\$ 2,203,069	\$ 2,863,990
Annual Increments Effective 8/27/10 (20 pay periods)				1,091,753	1,419,279
\$1,500 Lump Sum Payments for Employees at Maximum				364,300	364,300
Degree Scale Payments (1% Base Salary) Increase Professional Development from \$475,000 to \$500,000				282,581	282,581
Part-Time Day Program (3% GWI and 4.79% AI)[2]				25,000	25,000
Other Part-Time Hourly (3% GWI)[3]				222,899	289,769
3% Increase in Stipends for Supplemental Responsibilities [4]				29,659	38,557
				69,572	69,572
<b>Total Fourth Year</b>				<b>\$ 4,288,834</b>	<b>\$ 5,353,048</b>
<b>Total Contract Items</b>	<b>\$ 4,314,823</b>	<b>\$ 9,774,151</b>	<b>\$ 15,136,770</b>	<b>\$ 20,494,288</b>	<b>\$ 21,558,502</b>
Social Security Costs	328,171	743,898	1,152,225	1,560,163	1,641,575
<b>Total General Fund Cost of Contract</b>	<b>\$ 4,642,995</b>	<b>\$ 10,518,049</b>	<b>\$ 16,288,995</b>	<b>\$ 22,054,451</b>	<b>\$ 23,200,077</b>

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

[2] Teachers in the part-time day program are permanent part-time employees. They receive General Wage Increases and Annual Increments.

[3] Other part-time hourly employees work in night school, summer school, and other special programs. They receive an hourly rate and do not receive Annual Increments.

[4] Stipends for Supplemental Responsibilities are paid to coaches, advisors, mentors, Chemical Hygiene Officer, Professional Development Chair, and Web Content Coordinator.

Notes:

If the payment for the pay period of 6/3/10 - 6/16/10 is posted on the last day of the fiscal year instead of 7/1/10, there will be an additional cash cost in FY 11 equal to 1/26th of the FY 11 annualized cost of base pay increases.

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**OFA Bill Analysis****SR 59**

***RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE BOARD OF EDUCATION AND THE STATE VOCATIONAL FEDERATION OF TEACHERS, LOCAL 4200A.***

**SUMMARY:**

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage

**COMMITTEE ACTION**

Appropriations Committee

Senate Favorable Report

Yea 8      Nay 1      (05/02/2007)